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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Physical Sciences, Physics, Political Science and Government, Protective Services, Psychology, Reading Education, Secretarial and Related Programs, Special Education, Speech Pathology/Audiology, Social Sciences, Sociology, Student Counseling and Personnel Services, and Visual and Performing Arts. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1988-89 AND 1991-92 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Education; Secretarial and Related Programs; Special Education; Speech Pathology/Audiology; Social Sciences; Sociology; Student Counseling and Personnel Services; and, Visual and Performing Arts

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 13 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by _A Classification of Instructional Programs, 1990_.

Each of the 13 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 13 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 13 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Clayton Haferkamp

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of physical sciences in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of physical sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	43785	164	46	34620	113	42	29327	106	40	26838	20	15	20868	16	12	36429	399	54
FAC MIX PCT:	0.41			0.28			0.27			0.05			0.04			1.00		
SALARY FACTOR:	0.99			0.96			0.97			0.91			0.89			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36139	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	49021	157	47	38588	94	39	32472	90	39	33209	16	14	25451	35	17	40257	376	58
FAC MIX PCT:	0.42			0.25			0.24			0.04			0.09			1.00		
SALARY FACTOR:	0.96			0.94			0.94			0.98			0.97			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	45398	61	19	32966	47	24	27198	37	23	24743	7	6	21741	7	3	36034	152	45
FAC MIX PCT:	0.40			0.31			0.24			0.05			0.05			1.00		
SALARY FACTOR:	1.01			0.95			0.95			0.89			0.96			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	55813	85	17	39978	32	15	34028	71	21	29097	8	6	25066	7	7	44178	195	39
FAC MIX PCT:	0.44			0.16			0.36			0.04			0.04			1.00		
SALARY FACTOR:	1.04			0.98			1.00			0.90			0.92			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 54 of the 207 public institutions. The average salary of the 399 faculty was $36,429. This average salary was approximately .8 percent more than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physical sciences was reported in 58 of the same 207 public institutions. The average salary of the 376 faculty was $40,257. This average salary was approximately 2.5 percent less than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physical sciences after three years in the public institutions studied was 10.5 percent ($40,257 minus $36,429 equals $3,828). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period is 6.7 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS received a relative increase of 3.8 percentage point in their salaries (14.3% minus 10.5% equals 3.8%) more than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 41 percent vs. 27 percent, and in the 1991-92 study it is 42 percent vs. 24 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.0 percent (20/399) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.3 percent (16/1,376) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 45 of the 298 private institutions. The average salary of the 152 faculty was $36,034. This average salary was 1.7 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physical sciences was reported in 39 of the same 298 private institutions. The average salary of the 195 faculty was $44,178. This average was 4.6 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 22.6 percent ($44,178 minus $36,034 equals $8,144). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.4 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of physical sciences (22.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (22.6% minus 19.2% equals 3.4%) less than faculty in physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 40 percent vs. 24 percent, respectively, and in the 1991-92 study it is 44 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was the same as the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.6 percent (7/152) vs. 4.6 percent (1,374/-29,774), respectively, and lower in the 1991-92 private study: 4.1 percent (8/195) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,122 (.7%) faculty in the discipline/major field of physical sciences partipated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of physical sciences in 1988-89 in the public and private studies were some 1 percent above and 2 percent above the average faculty factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of physical sciences in 1991-92 in the public and private studies were some 3 percenr below and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physical sciences in the public institutions received overall, relative salary increases at the end of three years of 6.7 percent below the cost-of-living. In the private institutions the relative salary increase was 5.4 percent above the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and relatively so in the 1988-89 and 1991-92 private studies. Although considered by some to be "top heavy" percentages at the professor level, the discipline/major field of physical sciences is considered one of the older "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies in comparison to ALL MAJOR FIELDS, is higher in the 1988-89 study and lower in the 1991-92 study. In the private studies, the hiring rate was the same as in ALL MAJOR FIELDS in the 1988-89 study but lower in the 1991-92 study. This means that physical sciences in continuing a measured growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analysis will effected in physical sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Clayton Haferkamp is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPRENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State Universitv (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
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Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PHYSICS
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Martin Bagley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.08).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of

1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professors of physics in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of physics in the 1988-89 public study means that their average salary is 2 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL																		
AVERAGE SALARY:	45155	514	146	36695	285	115	30600	226	112	29155	49	43	22567	26	22	39172	1051	160
FAC MIX PCT:	0.49			0.27			0.22			0.05			0.02			1.00		
SALARY FACTOR:	1.02			1.02			1.02			0.99			0.96			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
PUBLIC, 1991-92: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL																		
AVERAGE SALARY:	51651	530	146	41176	278	118	33993	231	112	32751	44	36	24696	38	28	44208	1077	164
FAC MIX PCT:	0.49			0.26			0.21			0.04			0.04			1.00		
SALARY FACTOR:	1.01			1.00			0.99			0.97			0.94			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
PRIVATE, 1988-89: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL																		
AVERAGE SALARY:	50481	382	134	35795	203	107	29750	177	100	27433	29	23	20755	7	7	41562	769	194
FAC MIX PCT:	0.50			0.26			0.23			0.04			0.01			1.00		
SALARY FACTOR:	1.12			1.03			1.04			0.99			0.92			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL																		
AVERAGE SALARY:	59182	407	137	42194	208	111	35062	180	107	31908	22	21	26568	13	13	48911	808	194
FAC MIX PCT:	0.50			0.26			0.22			0.03			0.02			1.00		
SALARY FACTOR:	1.10			1.03			1.03			0.98			0.98			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 160 of the 207 public institutions. The average salary of the 1,051 faculty was $39,172. This average salary was approximately 8.4 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physics was reported in 164 of the same 207 public institutions. The average salary of the 1,077 faculty was $44,208. This average salary was approximately 7.1 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physics after three years in the public institutions studied was 12.9 percent ($44,208 minus $39,172 equals $5,036). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in physics average faculty salaries over the three-year period by 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163.). In comparison to the discipline/major field of physics (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor in the 1988-89 study: 49 percent vs. 22 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 4.7 percent (49/1,051) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.1 percent (44/1,077) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 194 of the 298 private institutions. The average salary of the 769 faculty was $41,562. This average salary was 17.3 percent higher than the average salary of $35,437 for all 29,974 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physics was reported in 194 of the same 298 private institutions. The average salary of the 808 faculty was $48,911. This average salary was 15.8 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 17.7 percent ($48,911 minus $41,562 equals $7,349). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .5 percent or .17 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major fields of physics

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(17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (19.2% minus 17.7% equals 1.5%) more than faculty in physics.

Finally, the reader may note that the hiring rate of new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.8 percent (29/769) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study; 2.7 percent (22/808) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in physics is lower than that for ALL MAJOR FIELDS in both the 1988-89 and 1991-92 private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,705 (2.2%) faculty in the discipline/major field of physics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor of all ranks in the discipline/major field of physics in 1988-89 was some 8 and 17 percent above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public and private studies, respectively. For 1991-92 the average faculty salary factor for physics was 7 and 16 percent in the public and private studies, respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physics in the public institutions received overall salary increases at the end of three years of 4.4 percent below the cost-of-living. In the private institutions the salary increase was less than 1 percent (.5%) above the cost-of-living.

Third, in the discipline/major field of physics the professor rank has a greater faculty mix percentage than the other ranks for both the public and private studies in both study years. In comparison to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in physics for the rank of professor may seem rather top-heavy in each of the four studies even though physics is historically considered to be an "older" discipline/major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in physics and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Martin Bagley is an Assistant Professor of Military Science at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, Page 9

B) LIST OF PUBLIC Participating Institutions, Page 10

C) LIST OF PRIVATE Participating Institutions, Page 12

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/-major field of political science and government in the *CIP* is as follows:

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 institutions also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of political science and government in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of political science and government in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																		
AVERAGE SALARY:	43648	498	146	34714	323	126	28122	277	118	26357	61	50	23396	41	30	36609	1139	165
FAC MIX PCT:	0.44			0.28			0.24			0.05			0.04			1.00		
SALARY FACTOR:	0.98			0.96			0.93			0.90			1.00			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
PUBLIC, 1991-92: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																		
AVERAGE SALARY:	51188	566	164	39812	338	141	31972	383	141	31664	68	51	26565	46	30	41932	1333	177
FAC MIX PCT:	0.42			0.25			0.29			0.05			0.03			1.00		
SALARY FACTOR:	1.00			0.97			0.93			0.94			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

PRIVATE, 1988-89: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																		
AVERAGE SALARY:	45507	291	136	34073	244	135	27641	200	110	26192	40	35	24249	21	20	36500	756	207
FAC MIX PCT:	0.38			0.32			0.26			0.05			0.03			1.00		
SALARY FACTOR:	1.01			0.98			0.96			0.94			1.08			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																		
AVERAGE SALARY:	54285	320	135	41031	229	126	32703	244	129	30693	38	33	29135	26	20	43350	819	203
FAC MIX PCT:	0.39			0.28			0.30			0.05			0.03			1.00		
SALARY FACTOR:	1.01			1.00			0.96			0.95			1.07			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 165 of the 207 public institutions. The average salary of the 1,139 faculty was $36,609. This average salary was approximately 1.3 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of political science and government was reported in 177 of the same 207 public institutions. The average salary of the 1,333 faculty was $41,932. This average salary was approximately 1.5 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in political science and government after three years in the public institutions studied was 14.5 percent ($41,932 minus $36,609 equals $5,323). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in political science and government average faculty salaries over the three-year period is 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equal $5,163). In comparison to the discipline/major field of political science and government (14.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .2% percentage points in their salaries (14.5% minus 14.3% equals .2%) less than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science and government is higher at the professor rank than at the assistant professor in the 1988-89 study: 44 percent vs. 24 percent, and in the 1991-29 study it is 42 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.4 percent (61/1,139) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.1 percent (68/1,333) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 207 of the 298 private institutions. The average salary of the 756 faculty was $36,500. This average salary was 3.0 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of political science and government was reported in 203 of the same 298 private institutions. The average salary of the 819 faculty was $43,350. This average was 2.6 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 18.8 percent ($43,350 minus $36,500 equals $6,850). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of political science and government (18.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (19.2 minues 18.8% equals .4%) more than faculty in political science and government.

The reader may note that the faculty mix percentage in political science and government is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 38 percent vs. 26 percent, respectively, and in the 1991-92 study it is 39 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and givernment was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.3 percent (40/657) vs. 4.6 percent (1,374/29.774), respectively, and higher in the 1991-92 private study: 4.6 percent (38/819 vs. 4.3 percent (1,379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4.047 (2.4%) faculty in the discipline/major field of political science and government participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,137 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows: First, the average faculty salary factors for all ranks in the discipline/major field of political science and government in 1988-89 in the public and private studies were some 1 percent above and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of political science and givernment in 1991-92 in the public and private studies were some 2 percent above and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in political science and government in the public institutions received overall, relative salary increases at the end of three years of 2.7 percent below the cost-of-living. In the private institutions the relative salary increase was 1.6 percent above the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and in the 1988-89 and 1991-92 private studies. Although considered by some to be "top heavy" percentages, the discipline/major field of political science and government is considered one of the older "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in political science and government in the public studies in comparison to ALL MAJOR FIELDS, is higher both in the 1988-89 and 1991-92 studies. In the private studies, the hiring rate was also higher both in the 1988-89 and 1991-92 studies. This means that political science and government is continuing to grow in relation to many of the other disciplines/major fields in college and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in political science and government, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES

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B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Catherine Pinson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including protective services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of protective services in the CIP is as follows:

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FACT MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33

for associate professors of protective services in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of protective services in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1988-89:

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	42431	67	34	34878	98	38	28253	110	45	27971	14	12	21527	19	12	33257	294	53
FAC MIX PCT:	0.23			0.33			0.37			0.05			0.06			1.00		
SALARY FACTOR:	0.96			0.97			0.94			0.95			0.92			0.92		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		

PUBLIC, 1991-92:

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47724	92	42	38606	117	46	32216	111	47	32064	13	12	26187	27	19	38013	347	56
FAC MIX PCT:	0.27			0.34			0.32			0.04			0.08			1.00		
SALARY FACTOR:	0.94			0.94			0.94			0.95			1.00			0.92		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

PRIVATE, 1988-89:

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	39461	9	3	32310	6	5	28038	6	6	28000	2	2	18279	8	6	29774	29	13
FAC MIX PCT:	0.31			0.21			0.21			0.07			0.28			1.00		
SALARY FACTOR:	0.87			0.93			0.98			1.01			0.81			0.84		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		

PRIVATE, 1991-92:

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50635	23	6	39401	28	17	31792	16	10	33000	1	1	20750	2	2	40840	69	20
FAC MIX PCT:	0.33			0.41			0.23			0.01			0.03			1.00		
SALARY FACTOR:	0.94			0.96			0.93			1.02			0.76			0.97		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 53 of the 207 public institutions. The average salary of the 294 faculty was $33,257. This average salary was approximately 8.6 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of protective services was reported in 56 of the same 207 public institutions. The average salary of the 347 faculty was $38,013. This average salary was approximately 8.6 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in protective services after three years in the public institutions studied was 14.3 percent ($38,013 minus $33,257 equals $4,756). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in protective services average faculty salaries over the three-year period by 2.9 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of protective services (14.3%), therefore, the faculty in ALL MAJOR FIELDS received the same increase (14.3%) in their salaries as faculty in protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 23 percent vs. 37 percent and in the 1991-92 study it is 27 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent in 1988-89, and 34 percent vs. 30 percent in 1991-92, respectively.

Finally, the hiring rate of new assistant professors in protective services in the public studies was virtually the same as ALL MAJOR FIELDS in 1988-89, 4.8 percent (14/294) vs. 4.8 percent (2,497/51,650), respectively; and lower in 1991-92, 3.7 percent (13/347) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 13 of the 298 private institutions. The average salary of the 29 faculty was $29,774. This average salary was 19.0 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of protective services was reported in 20 of the same 298 private institutions. The average salary of the 69 faculty was $40,840. This average salary was 3.4 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salary for all faculty in protective services after three years in the private institutions studied was 37 percent ($40,840 minus $29,774 equals $11,066). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 19.8 percent or 6.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus

$35,437 equals $6,803). In comparison to ALL MAJOR FIELDS (19.2%), therefore, the discipline/major field of protective services (37%) increased their salaries by 17.8 percent!

Finally, the reader may note that the hiring rate of new assistant professors in protective services was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 6.9 percent (2/29) vs. 4.6 percent (1,374/29,774) respectively, and lower in the 1991-92 private study: 1.4 percent (1.69) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 739 (.04%) faculty in the discipline/major field of protective services participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of protective services in 1988-89 in the public and private studies was some 8 and 19 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/-

major field of protective services in 1991-92, however, in both the public and private studies was only some 8 and 3 percent below the average for ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in protective services in the public institutions received overall salary increases at the end of three years of 2.9 percent below the cost-of-living. In the private institutions, however, the salary increase was a significant 19.8 percent above the cost-of-living.

Third, in the discipline/major field of protective services the assistant professor rank has a greater faculty mix percentage than that of professor for both public studies but is just the opposite for the private studies in both study years. In comparison to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in protective services at the rank of professor in both study years for both the public and private studies indicates that protective services is still an emerging discipline/major field. It also indicates that professors have not been in rank long and this may indicate as well why their overall salary averages are somewhat below that of ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in protective services and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Catherine Pinson is Records Manager, College of Business, Undergraduate Advising Office, Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)

Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including psychology. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/major field of psychology in the *CIP* is as follows:

> A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31

for associate professors of psychology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of psychology in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	43603	953	175	34822	695	174	28359	512	162	27227	110	73	23510	57	42	36813	2217	192
FAC MIX PCT:	0.43			0.31			0.23			0.05			0.03			1.00		
SALARY FACTOR:	0.98			0.97			0.94			0.93			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	49970	966	181	39858	649	177	32169	607	166	31259	116	73	25921	66	41	41685	2288	193
FAC MIX PCT:	0.42			0.28			0.27			0.05			0.03			1.00		
SALARY FACTOR:	0.98			0.97			0.94			0.92			0.99			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	43196	494	198	32966	438	195	27257	342	179	25903	55	50	20867	39	27	34968	1313	271
FAC MIX PCT:	0.38			0.33			0.26			0.04			0.03			1.00		
SALARY FACTOR:	0.96			0.95			0.95			0.93			0.93			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	50517	518	200	39263	416	190	31962	388	197	31148	68	61	24128	27	25	41181	1349	265
FAC MIX PCT:	0.38			0.31			0.29			0.05			0.02			1.00		
SALARY FACTOR:	0.94			0.96			0.94			0.96			0.89			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 192 of the 207 public institutions. The average salary of the 2,217 faculty was $36,813. This average salary was approximately 1.9 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of psychology was reported in 192 of the same 207 public institutions. The average salary of the 2,288 faculty was $41,685. This average salary was approximately 1.0 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in psychology after three years in the public institutions studied was 13.2 percent ($41,685 minus $36,813 equals $4,872). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in psychology average faculty salaries over the three-year period is 4.0 percent or an average of 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of psychology (13.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.1 percentage points in their salaries (14.3% minus 13.2% equals 1.1%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor in the 1988-89 study: 43 percent vs. 23 percent, and in the 1991-92 study it is 42 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.0 percent (110/2,217) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.1 percent (116/2,288) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 271 of the 298 private institutions. The average salary of the 1,313 faculty was $34,968. This average salary was 1.3 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of psychology was reported in 265 of the same 298 private institutions. The average salary of the 1,349 faculty was $41,181. This average was 2.6 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.8 percent ($41,181 minus $34,968 equals $6,213). Ths CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .6 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of psychology (17.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.2% minus 17.8% equals 1.4%) more than faculty in psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank in the 1988-89 study comparied to the assistant professor rank: 38 percent vs. 26 percent, respectively, and in the 1991-92 study it is 38 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (55/1313) vs. 4.6 percent (1,374/29.774), respectively, and higher in the 1991-92 private study: 5.0 percent (68/1,349) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of psychology and compared that information with ALL MAJOR FIELDS aand with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a tutal of four studies. A total of 7.167 (4.3%) faculty in the discipline/major field of psychology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of psychology in 1988-89 in the public and private studies were some 2 percent above and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of psychology in 1991-92 in the public and private studies were some 1 percent above and 3 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI in October 1998, and indicates that the faculty in psychology in the public institutions received overall, relative salary increases at the end of three years of 4 percent below the cost-of-living. In the private institutions the relative salary increase was .6 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank percentages exceeds those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and in the 1988-89 and 1991-92 private studies. The discipline/major field of psychology is condered onr of the "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in psychology in the public studies in comparison to ALL MAJOR FIELDS< is high both in the 1988-89 and 1991-92 studies. This means that psychology is continuing to grow in relation to many of the other disciplines/major fields in colleges and universities. In the private studies, the hiring rate was lower in 1988-89, but higher in 1991-92, and this means that psychology is not growing as fast as in the public institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in psychology, and in other disciplines/major fields, on a regular, "rolling" basis useing a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROLOPOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MD)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN READING EDUCATION FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Gerald Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including reading education. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/major field of reading education in the *CIP* is as follows:

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .22 for associate professors of reading education in the 1988-89 public study means that 22 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of reading education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	43074	68	25	35439	35	21	29354	40	20	27991	6	6	22864	16	8	35908	159	33
FAC MIX PCT:	0.43			0.22			0.25			0.04			0.10			1.00		
SALARY FACTOR:	0.97			0.98			0.98			0.95			0.98			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
PUBLIC, 1991-92: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	49725	57	25	39120	45	22	32381	50	26	33060	5	4	24047	38	11	37513	190	39
FAC MIX PCT:	0.30			0.24			0.26			0.03			0.20			1.00		
SALARY FACTOR:	0.98			0.95			0.94			0.98			0.92			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		3352	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
PRIVATE, 1988-89: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	32798	5	4	32671	6	6	24655	5	5	22875	1	1	21000	1	1	29664	17	13
FAC MIX PCT:	0.29			0.35			0.29			0.06			0.06			1.00		
SALARY FACTOR:	0.73			0.94			0.86			0.82			0.93			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92: DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																		
AVERAGE SALARY:	37450	5	5	38744	3	3	27420	3	3	28097	2	2	17804	4	3	30464	15	14
FAC MIX PCT:	0.33			0.20			0.20			0.13			0.27			1.00		
SALARY FACTOR:	0.70			0.95			0.80			0.87			0.65			0.72		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 33 of the 207 public institutions. The average salary of the 159 faculty was $35,908. This average salary was approximately .6 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of reading education was reported in 39 of the same 207 public institutions. The average salary of the 190 faculty was $37,513. This average salary was approximately 10.1 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in reading education after three years in the public institutions studied was 4.5 percent ($37,513 minus $35,908 equals $1,605). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 12.7 percent or 4.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of reading education (4.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 9.8 percentage points in their salaries (14.3% minus 4.5% equals 9.8%) more than faculty in the discipline/major field of reading education.

The reader may note that the faculty mix percentage in reading education is higher at the professor rank than at the assistant professor rank in the

1988-89 study: 43 percent vs. 25 percent, and in the 1991-92 study it is also higher at 30 percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in reading education in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.8 percent (6/159) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.6 percent (5/190) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 13 of the 298 private institutions. The average salary of the 17 faculty was $29,664. This average salary was 19.5 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of reading education was reported in 14 of the same 298 private institutions. The average salary of the 15 faculty was $30,464. This average salary was 38.7 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in reading education studies after three years in the private institutions studied was 2.7 percent ($30,464 minus $29,664 equals $800). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 14.5 percent or 4.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of reading education (2.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 16.5 percent (19.2% minus 2.7% equals 16.5%) more than faculty in reading education.

The reader may note that the faculty mix percentage in reading education is the same at the professor rank in the 1988-89 study compared to the assistant professor rank: 29 percent vs. 29 percent, respectively, and in the 1991-92 study it is higher, 33 percent vs. 20 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (1/17) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 13.3 percent (2/15) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 381 (.2%) faculty in the discipline/major field of reading education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of reading education in the 1988-89 public and private studies were some 1 and 16 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of reading education in 1991-92, in both the public and private studies were some 9 and 28 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in reading education in the public institutions received overall, relative salary increases at the end of three years of 12.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 14.5 percent below the cost-of-living.

Third, in the discipline/major field of reading education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies except for the private 1988-89 study where it was the same (29%). These data show that the discipline/major field of reading education in both the public and private studies is slowly emerging in the public institutions and really not prevalent at all, relatively, in the private institutions.

Finally, the hiring rate of new assistant professors in reading education both in 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher but the overall figures, because of their paucity, are not indicative. It appears that reading education as a discipline/major field continues to grow rather slowly in the public studies but is almost non-existent in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in reading education and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Gerald Parker is professor of language, reading and exceptionalities and project director of adult basic skills at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)

Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

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Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
SECRETARIAL AND RELATED PROGRAMS
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Sid Eckert

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including secretarial and related programs. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of secretarial and related programs in the CIP is as follows:

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Cneter for Education Statistics, [1990], p. 190--52.04).]

This article presents a summary of the overall average salary increases in the discipline/major field of secretarial and related programs from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of secretarial and related programs faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33

for associate professors of secretarial and related programs in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .95 for associate professors in the disciplines/major field of secretarial and related programs in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of secretarial and related programs with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89: DISCIPLINE: BUSINESS (ADMIN. SUPPORT) MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																		
AVERAGE SALARY:	41463	71	37	34424	105	47	28416	98	46	29759	6	5	22346	46	28	32409	320	63
FAC MIX PCT:	0.22			0.33			0.31			0.02			0.14			1.00		
SALARY FACTOR:	0.93			0.95			0.94			1.01			0.96			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
STATE, 1991-92: DISCIPLINE: BUSINESS (ADMIN. SUPPORT) MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																		
AVERAGE SALARY:	47928	71	36	40160	94	37	33479	83	38	36803	5	4	24325	31	21	38390	279	51
FAC MIX PCT:	0.25			0.34			0.30			0.02			0.11			1.00		
SALARY FACTOR:	0.94			0.98			0.97			1.09			0.93			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47664	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
PRIVATE, 1988-89: DISCIPLINE: BUSINESS (ADMIN. SUPPORT) MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																		
AVERAGE SALARY:	32846	4	2	29324	13	11	24760	17	10	23000	1	1	14117	15	6	23373	49	24
FAC MIX PCT:	0.08			0.27			0.35			0.02			0.31			1.00		
SALARY FACTOR:	0.73			0.85			0.86			0.83			0.63			0.66		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92: DISCIPLINE: BUSINESS (ADMIN. SUPPORT) MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																		
AVERAGE SALARY:	40683	3	3	31256	9	8	23225	12	9	25400	2	2	21488	9	6	26529	33	21
FAC MIX PCT:	0.09			0.27			0.36			0.06			0.27			1.00		
SALARY FACTOR:	0.76			0.76			0.68			0.78			0.79			0.63		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0,05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 63 of the 207 public institutions. The average salary of the 320 faculty was $32,409. This average salary was approximately 11.5 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of secretarial and related programs was reported in 51 of the same 207 public institutions. The average salary of the 279 faculty was $38,390. This average salary was approximately 7.6 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the public institutions studied was 18.5 percent ($38,390 minus $32,409 equals $5,981). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in secretarial and related programs average faculty salaries over the three-year period is 1.3 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of secretarial and related programs (18.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.2 percentage points in their salaries (18.5% minus 14.3% equals 4.2%) less than faculty in the discipline/major field of secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and related programs is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 22 percent vs. 31 percent, and in the 1991-92 study it is 25 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in secretarial and related programs in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 1.9 percent (6/320) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 1.8 percent (5/279) vs. 4.4 percent (2,410/-54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 24 of the 298 private institutions. The average salary of the 49 faculty was $23,373. This average salary was 51.6 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of secretarial and related programs was reported in 21 of the same 298 private institutions. The average salary of the 33 faculty was $26,529. This average was 59.2 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the private institutions studied was 13.5 percent ($26,529 minus $23,373 equals $3,156). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic appraisal, therefore, in the average faculty salaries over the three-year time period, is 3.7 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of secretarial and related programs (13.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.7 percent (19.2% minus 13.5% equals $5.7%F) more than faculty in secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and related programs is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 8 percent vs. 35 percent, respectively, and in the 1991-92 study it is 9 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in secretarial and related programs was lower than the hiring rate of ALL MAJOR FIELDS in the 1988-89 private study: 2.0 percent (1/49) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.1 percent (2/33) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of secretarial and related programs and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 159 (.1%) faculty in the discipline/major field of secretarial and related programs participated and were included in the 43 disciplines/major fields in each of the four studies and in the averall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of secretarial and related programs in 1988-89 in the public and private studies were some 10 and 36 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of secretarial and related programs in 1991-92 in the public and private studies were some 7 and 37 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in secretarial and related programs in the public institutions received overall, "real" salary increases at the end of three years of 1.3 percent above the cost-of-living. In the private institutions the "real" salary increase was 3.7 percent below the cost-of-living.

Third, in the discipline/major field of secretarial and related programs the assistant professor rank percentages exceeds those in the professor rank both in the 1988-89 and 1991-92 public studies. In the private studies the assistant professor rank percentages greatly exceeds the professor rank for both 1988-89 and 1991-92.

Finally, the hiring rate of new assistant professors in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and 1991-92 studies. In the private studies, the hiring rate was lower in 1988-89, but higher in 1991-92.

Over the past several years the data continue to show that the discipline/-major field of secretarial and related programs continues to decline in faculty, in relative salaries, and in the number of institutions, both public and private, which mount the programs.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in secretarial and related programs, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sid Eckert is a professor of curriculum and instruction and coordinator of business education in the college of education at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)

Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including special education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of special education in the CIP is as follows:

> An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of

1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant rofessor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of special education in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of special education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

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                                                              NEW
                                 ASSO           ASST          ASST
           PROF                  PROF           PROF          PROF        INSTRUCTOR       ALL RANKS
        SALARY NUM N/IN    SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM    N/IN

                                              DISCIPLINE: EDUCATION
PUBLIC, 1988-89:                        MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 44645 160  48     35164 161  68   28599 149  57   27088  28  23   21970  35  23   36039 550      78
FAC MIX
PCT:     0.37              0.29            0.27            0.05            0.06            1.00
SALARY
FACTOR:  1.00              0.98            0.95            0.92            0.94            1.00

                                                ALL MAJOR FIELDS

AVERAGE
SALARY: 44380 17529       36058 15079     30079 14807     29332  2497     23391  4235     36129 51650   207
FAC MIX
PCT:     0.34              0.29            0.29            0.05            0.08            1.00

                                              DISCIPLINE: EDUCATION
PUBLIC, 1991-92:                        MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 51349 230  65     40609 141  63   33720 152  66   32123  35  27   26060  32  21   42334 555      83
FAC MIX
PCT:     0.41              0.25            0.27            0.04            0.02            1.00
SALARY
FACTOR:  1.01              0.99            0.98            0.95            0.99            1.03

                                                ALL MAJOR FIELDS

AVERAGE
SALARY: 50997 18619       41181 15436     34390 16606     33852  2410     26194  4261     41292 54920   207
FAC MIX
PCT:     0.34              0.28            0.30            0.04            0.08            1.00

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                                              DISCIPLINE: EDUCATION
PRIVATE, 1988-89:                       MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 38915  23  14     33106  35  22   25553  31  25   25153  10  10   19982   7   6   31102  96      45
FAC MIX
PCT:     0.24              0.36            0.32            0.10            0.07            1.00
SALARY
FACTOR:  0.86              0.96            0.89            0.91            0.89            0.88

                                                ALL MAJOR FIELDS
AVERAGE
SALARY: 45106  9628       34640  9142     28725  9074     27748  1374     22532  1930     35437 29774   298
FAC MIX
PCT:     0.32              0.31            0.30            0.05            0.06            1.00

                                              DISCIPLINE: EDUCATION
PRIVATE, 1991-92:                       MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 47973  28  15     41497  38  23   30611  32  21   29521   7   7   24531   5   4   39051 103      39
FAC MIX
PCT:     0.27              0.37            0.31            0.07            0.05            1.00
SALARY
FACTOR:  0.89              1.01            0.90            0.91            0.90            0.92

                                                ALL MAJOR FIELDS

AVERAGE
SALARY: 53614 10540       40984  9462     34071 10070     32464  1379     27206  1711     42240 31783   298
FAC MIX
PCT:     0.33              0.30            0.32            0.04            0.05            1.00
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RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 78 of the 207 public institutions. The average salary of the 550 faculty was $36,039. This average salary was approximately .2 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of special education was reported in 83 of the same 207 public institutions. The average salary of the 555 faculty was $42,334. This average salary was approximately 2.5 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in special education after three years in the public institutions studied was 17.5 percent ($42,334 minus $36,039 equals $6,295). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period of .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of special education (17.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.2 percentage points in their salaries (17.5% minus 14.3% equals 3.2%) less than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 37 percent vs. 27 percent, and in the 1991-92 study it is 41 percent vs. 27 precent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.1 percent (28/550) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-91, it was also higher, 6.3 percent (35/555) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 45 of the 298 private institutions. The average salary of the 96 faculty was $31,102. This average salary was 13.9 percent less than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of special education was reported in 39 of the same 298 private institutions. The average salary of the 103 facutly was $39,051. This average was 8.2 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 25.6 percent ($39,051 minus $31,102 equals $7,949). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period is 8.4 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the disicpline/major field of special (25.6%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 6.4 percent (25.6% minus 19.2% equals 6.4%) less than faculty in special education.

The reader may note that the faculty mix percentage in special education is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 24 percent vs. 32 percent, respectively, and in the 1991-92 study it is 27 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 10.4 percent (10/96) vs. 4.6 percent (1,374/29,774), respectively, and also higher in the 1991-92 private study: 6.8 percent (7/103) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,214

(.7%) faculty in the discipline/major field of speical education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions int he United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average facutly salary factor for all ranks in the discipline/major field of special education in 1988-89 in the public study was essentially the same as in ALL MAJOR FIELDS and for the private study it was 12 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of special education in 1991-92 in the public and private studies were some 3 percent above and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in special education in the public institutions received an overall relative salary decrease at the end of three years of .3 percent above the cost-of-living. In the private institutions there was an overall relative salary increase of 8.4 percent above the cost-of-living.

Third, in the discipline/major field of special education the professor rank percentages exceed those in the assistant professor rank in the 1988-89 and 1991-92 public studies. In the 1988-89 and 1991-92 private studies the percentages were just the opposite of those of the public studies. These data show that special education in the public studies is older and more established than in the private studies. The private institutions' special education programs, being younger, are continuing to grow rather rapidly.

Finally, the hiring rate of new assistant professors in special education both in the 1988-89 and 1991-92 public and private studies was higher than in ALL MAJOR FIELDS. It appears that special education as a discipline/major field is continuing to grow in academia.

Now that a rather significant data base of faculty salaries by rank and disciplin has been developed, it is anticipated that additional salary-trend analyses will be effected in special education, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

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Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
  Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
  Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
SPEECH PATHOLOGY/AUDIOLOGY
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including speech pathology/-audiology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of speech pathology/audiology in the CIP is as follows:

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 169-70---51.02).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology/audiology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisions are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for assistant professors of speech pathology/audiology in the 1988-89 public study means that 30 percent of the faculty in that discipline/major field hold the rank of assistant professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .92 for assistant professors in the discipline/major field of speech pathology/audiology in the 1988-89 public study means that their average salary is 8 percent below the average salary of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 discipline/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology/audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89: DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
AVERAGE SALARY:	43842	123	47	35938	120	50	27816	120	50	26759	16	14	23051	37	21	34740	400	62
FAC MIX PCT:	0.31			0.30			0.30			0.04			0.09			1.00		
SALARY FACTOR:	0.99			1.00			0.92			0.91			0.99			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
PUBLIC, 1991-92: DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
AVERAGE SALARY:	51163	135	51	40966	120	54	33355	133	53	32693	17	15	26424	44	27	40328	432	65
FAC MIX PCT:	0.31			0.28			0.31			0.04			0.10			1.00		
SALARY FACTOR:	1.00			0.99			0.97			0.97			1.01			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
PRIVATE, 1988-89: DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
AVERAGE SALARY:	44477	15	10	34880	20	10	29216	26	12	27250	4	4	26607	1	1	34693	62	16
FAC MIX PCT:	0.24			0.32			0.42			0.06			0.02			1.00		
SALARY FACTOR:	0.99			1.01			1.02			0.98			1.18			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92: DISCIPLINE: HEALTH SCIENCES MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
AVERAGE SALARY:	51780	15	12	41446	18	8	34225	25	11	37138	4	4	30534	2	2	40657	60	14
FAC MIX PCT:	0.25			0.30			0.42			0.07			0.03			1.00		
SALARY FACTOR:	0.97			1.01			1.00			1.14			1.12			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of speech pathology/audiology was reported in 62 of the 207 public institutions. The average salary of the 400 faculty was $34,740. This average salary was approximately 4.0 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of speech pathology/audiology was reported in 65 of the same 207 public institutions. The average salary of the 432 faculty was $40,328. This average salary was approximately 2.4 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in speech pathology/audiology after three years in the public institutions studied was 16.1 percent ($40,328 minus $34,740 equals $5,588). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in speech pathology/-audiology average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $35,129 equals $5,163). In comparison to the discipline/major field of speech pathology/audiology (16.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (16.1% minus 14.3% equals 1.8%) less than faculty in the discipline/major field of speech pathology/audiology.

The reader may note that the faculty mix percentage in speech pathology/-

audiology is slightly higher at the professor rank than at the assistant professor in the 1988-89 study: 31 percent vs. 30 percent, and in the 1991-92 study it is the same at 31 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in speech pathology/audiology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.0 percent (16/400) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.9 percent (17/432), vs. 4.4 percent (2,410/-54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of speech pathology/audiology was reported in 16 of the 298 private institutions. The average salary of the 62 faculty was $34,693. This average salary was 2.1 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of speech pathology/audiology was reported in 14 of the same 298 private institutions. The average salary of the 60 faculty was $40,657. This average was 3.9 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in speech pathology/audiology after three years in the private institutions studied was 17.2 percent ($40,675 minus $34,693 equals $5,964). The CPI of increased cost-of-living between October 1988 and October 1991 was also 17.2 percent. Therefore, the average faculty salary increases over the three-year time period was virtually the same as that of the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of speech pathology/audiology (17.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percent (19.2% minus 17.2% equals 2.0%) more than faculty in speech pathology/audiology.

The reader may note that the faculty mix percentage in speech pathology/-audiology is lower at the professor rank in the 1988-89 study: 24 percent vs. 42 percent, respectively, and in the 1991-92 study it is 25 percent vs. 42 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology/audiology was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 6.5 percent (4/62) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.7 percent (4/60) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of speech pathology/audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 954 (.6%) faculty in the discipline/major field of speech pathology/audiology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of speech pathology/audiology in the 1988-89 public and private studies were some 4 and 2 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of speech pathology/audiology in the 1991-92 public and private studies were some 2 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in speech pathology/audiology in the public institutions received an overall relative salary increase at the end of three years of 1.1 percent below the cost-of-living. In the private institu tions there was an overall relative salary increase equaling the cost-of-living.

Third, in the discipline/major field of speech pathology/audiology the professor rank FAC MIX PCTs equal those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, but in the 1988-89 and 1991-92 private studies the professor rank percentages are significantly less than those in the assistant professor rank. These data show that the discipline/major field of speech pathology/audiology in both the public and private studies is still an emerging discipline in academia, especially, in the private institutions.

Finally, the hiring rate of new assistant professors in speech pathology/-audiology both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher. It appears that speech pathology/audiology as a discipline/major field continues to grow rather steadily in the private studies but is slowing down in the public institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in speech pathology/audiology, and in other disciplines/-major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Eleanor I. Cook

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of social sciences in the _CIP_ is as follows:

> An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 143--45.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study in 1988-89, 207 institutions also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of social sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given rank. For example, a FAC MIX PCT factor of .30 for associate professors of social sciences in the 1988-89 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of social sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	43846	283	67	34530	248	68	28577	261	72	26432	44	23	23160	37	23	35328	829	81
FAC MIX PCT:	0.34			0.30			0.31			0.05			0.04			1.00		
SALARY FACTOR:	0.99			0.96			0.95			0.90			0.99			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	48756	187	46	37641	151	41	30035	132	40	29444	18	14	23566	26	12	39069	496	54
FAC MIX PCT:	0.38			0.30			0.27			0.04			0.05			1.00		
SALARY FACTOR:	0.96			0.91			0.87			0.87			0.90			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	43418	111	41	33150	128	54	27894	123	56	25555	13	13	19405	21	14	33684	383	86
FAC MIX PCT:	0.29			0.33			0.32			0.03			0.05			1.00		
SALARY FACTOR:	0.96			0.96			0.97			0.92			0.86			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	54994	152	38	39008	123	44	31933	122	42	31325	13	9	23337	13	9	42332	410	59
FAC MIX PCT:	0.37			0.30			0.30			0.03			0.03			1.00		
SALARY FACTOR:	1.03			0.95			0.94			0.96			0.86			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 81 of the 207 public institutions. The average salary of the 829 faculty was $35,328. This average salary was approximately 2.3 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of social sciences was reported in 54 of the same 207 public institutions. The average salary of the 496 faculty was $39,069. This average salary was approximately 5.7 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in social sciences after three years in the public institutions studied was 10.6 percent ($39,069 minus $35,328 equals $3,741). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in social sciences average faculty salaries over the three-year period by 6.6 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,162). In comparison to the discipline/major field of social sciences (10.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.7 percentage points in their salaries (14.3% minus 10.6% equals 3.7%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in social sciences is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 34 percent vs. 31 percent, and in the 1991-92 study it is 38 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in social sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (44/829), vs. 4.8 percent (2,497/51,650); and in 1992-92 it was lower, 3.6 percent (18/496) vs. 4.4 percent (2,410/54,920).

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 86 of the 298 private institutions. The average salary of the 383 faculty was $33,684. This average salary was 5.2 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the disciplines/major field of social sciences was reported in 59 of the same 298 private institutions. The average salary of the 410 faculty was $42,332. This average was .2 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 25.7 percent (42,332 minus $33,684 equals $8,648). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three year period, is 8.5 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of social sciences (25.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.5 percent (25.7% minus 19.2% euqlas 6.5%) less than faculty in social sciences.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.4 percent (13/383) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.2 percent (13/410) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of social sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,118 (1.3%) faculty in the discipline/major field of social sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of social sciences in 1988-89 in the public and private studies were some 3 and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of social sciences in 1991-92 in the public study was 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), and in the private study in 1991-92 it was essentially even with ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in social sciences in the public institutions received overall, "real" salary increases at the end of three years of 6.6 percent below the cost-of-living. In the private institutions the "real" salary increase was 8.5 percent above the cost-of-living.

Third, in the discipline/major field of social sciences the professor rank precentage mirrors that of ALL MAJOR FIELDS in the public institutions in 1988-89 and exceeds it in 1991-92. In the private institutions the professor rank percentage is less than that of ALL MAJOR FIELDS in 1988-89 and exceeds it in 1991-92. The discipline/major field of social sciences is considered one of the "established" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was lower both in 1988-89 and in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in social sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, **page 10**

B) LIST OF PUBLIC **Participating Institutions, page 11**

C) LIST OF PRIVATE **Participating Institutions, page 13**

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)

Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including sociology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of sociology in the _CIP_ is as follows:

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p 148--45.11).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computer from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of sociology services in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of sociology in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

PUBLIC, 1988-89:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	43825	485	125	34872	442	138	28080	329	123	26371	69	49	23148	43	32	36106	1299	160
FAC MIX PCT:	0.37			0.34			0.25			0.05			0.03			1.00		
SALARY FACTOR:	0.99			0.97			0.93			0.90			0.99			1.00		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

PUBLIC, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	49959	507	130	39638	403	147	32278	336	124	31521	56	40	26256	38	29	41391	1284	164
FAC MIX PCT:	0.39			0.31			0.26			0.04			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.94			0.93			1.00			1.00		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

PRIVATE, 1988-89:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	41887	239	127	31468	261	149	27566	227	134	26176	36	31	20208	33	23	33090	760	227
FAC MIX PCT:	0.31			0.34			0.30			0.05			0.04			1.00		
SALARY FACTOR:	0.93			0.91			0.96			0.94			0.90			0.93		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

PRIVATE, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	49465	250	135	38292	260	146	32259	203	121	30177	31	27	26215	6	5	40373	719	222
FAC MIX PCT:	0.39			0.28			0.30			0.05			0.03			1.00		
SALARY FACTOR:	1.01			1.00			0.96			0.95			1.07			1.03		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 160 of the 207 public institutions. The average salary of the 1,299 faculty was $36,106. This average salary was approximately .06 percent lower than the average salary of $35,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of sociology was reported in 164 of the same 207 public institutions. The average salary of the 1,284 faculty was $41,391. This average salary was approximately .2 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in sociology after three years in the public institutions studied was 14.6 percent ($41,391 minus $36,106 equals $5,285). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period of 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of sociology (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .3 percentage points in their salaries (14.6% minus 14.3% equals .3%) less than faculty in the discipline/major field of sociology.

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 37 percent vs. 25 percent, and in the 1991-92 study it is 39 percent vs.

26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (69/1,299) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was the virtually the same, 4.4 percent (56/1,284) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 227 of the 298 private institutions. The average salary of the 760 faculty was $33,090. This average salary was 7.1 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of sociology was reported in 222 of the same 298 private institutions. The average salary of the 719 faculty was $40,373. This average was 4.6 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 22.0 percent ($40,373 minus $33,090 equals $7,283). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.8 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent)$42,240 minus $35,437 equals $6,802). In comparison to the discipline/major field of sociology (22.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (22.0% minus 19.2% equals 2.9%) less than faculty in sociology.

The reader may note that the faculty mix percentage in sociology is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 31 percent vs. 30 percent, respectively, and in the 1991-92 study it is 39 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89) and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was greater than the hiring rate of ALL MAJOR FIELDS in the 1988-89 private study: 4.7 percent (36/760) vs. 4.6 percent (1,374/29,774), respectively, and the same in the 1991-92 private study: 4.3 percent (31/719) vs. 4.3 (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline and for the trend year--a total of four studies. A total of 4,062 (2.4%) faculty in the discipline/major field of sociology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of sociology in the 1988-89 public and private studies were even with and 7 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of sociology in the 1991-92 public and private studies were even with and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in sociology in the public institutions received an overall relative salary increase at the end of three years of 2.6 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 4.8 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies. In the 1988-89 and 1991-92 private studies the percentages were also higher. These data show that the discipline/major fields of sociology in both the public and private studies is well established.

Finally, the hiring rate of new assistant professors in sociology in the 1988-89 and 1991-92 public and private studies was essentially the same as in ALL MAJOR FIELDS. It appears that sociology as a discipline/major field continues to grow rather steadily.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in sociology, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Kimberly Murdock is a research educationist with the Office of Equal Opportunities at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURE
ANTHROPOLOGY
AREA AND ETHNIC STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
DRAMATIC ARTS
DRAWING
EDUCATION
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SPECIAL EDUCATION
SPEECH PATHOLOGY/AUDIOLOGY
SOCIAL SCIENCES
SOCIOLOGY
STUDENT COUNSELING AND PERSONNEL SERVICES
VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MD)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN STUDENT COUNSELING AND PERSONNEL SERVICES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe and Garrett Hinshaw

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1991. The definition of the discipline/major field of student counseling and personnel services in the _CIP_ is as follows:

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundation.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 79--13.11).]

This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of student counseling and personnel services faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professors of student counseling and personnel services in the 1988-89 public study means that 30 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .97 for associate professors in the discipline/major field of student counseling and personnel services in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of student counseling and personnel services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION PUBLIC, 1988-89: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	44645	160	48	34962	106	44	28517	75	41	27326	20	17	23982	8	6	37764	349	52
FAC MIX PCT:	0.46			0.30			0.21			0.06			0.02			1.00		
SALARY FACTOR:	1.01			0.97			0.95			0.93			1.03			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: EDUCATION PUBLIC, 1991-92: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	50067	201	56	40217	134	53	32741	113	44	32537	17	15	27993	8	7	42491	456	58
FAC MIX PCT:	0.44			0.29			0.25			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.98			0.95			0.96			1.07			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: EDUCATION PRIVATE, 1988-89: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	45092	34	8	35973	32	11	28592	12	8	27667	3	3	21101	2	2	38369	80	16
FAC MIX: PCT:	0.43			0.40			0.15			0.04			0.03			1.00		
SALARY FACTOR:	1.00			1.04			1.00			1.00			0.94			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: EDUCATION STATE, 1991-92: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
AVERAGE SALARY:	52547	31	12	40546	31	12	34052	21	13	32354	6	6	26500	1	1	43184	84	19
FAC MIX PCT:	0.37			0.37			0.25			0.07			0.01			1.00		
SALARY FACTOR:	0.98			0.99			1.00			1.00			0.97			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 52 of the 207 public institutions. The average salary of the 349 faculty was $37,764. This average salary was approximately 4.5 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 58 of the same 207 public institutions. The average salary of the 456 faculty was $42,491. This average salary was approximately 2.9 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the public institutions studied was 12.5 percent ($42,491 minus $37,764 equals $4,727). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in student counseling and personnel services average faculty salaries over the three-year period by 4.7 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of student counseling and personnel services (12.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (14.3% minus 12.5% equals 1.8%), more than faculty in the discipline/major field of student counseling and personnel services.

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor in the 1988-89 study: 46 percent vs. 21 percent, and in the 1991-92 study it is 44 percent vs. 25 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in student counseling and personnel services in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.7 percent (20/349) vs. 4.8 percent (2497/51,650), respectively; and in 1991-92,it was lower, 3.7 percent (17/456) vs. 4.4 percent (2410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 16 of the 298 private institutions. The average salary of the 80 faculty was $38,369. This average salary was 8.3 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of student counseling and personnel services was reported in 19 of the same 298 private institutions. The average salary of the 84 faculty was $43,184. This average was 2.2 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was

12.5 percent ($43,184 minus $38,369 equals $4,815). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.7 percent or 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of student counseling and personnel services (12.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.7 percent (19.2% minus 12.5% equals 6.7%) more than faculty in student counseling and personnel services.

Finally, the reader may note that the hiring rate of new assistant professors in students counseling and personnel services was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.8 percent (3/80) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 7.1 percent (6/84) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 969 (.6%) faculty in the discipline/major field of student counseling and personnel services participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of

168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of student counseling and personnal services in 1988-89 in the public and private studies were some 5 and 8 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of student counseling and personnel services in 1991-92 in both the public and private studies were each 3 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in student counseling and personnel services in the public institutions received overall, "real" salary increases at the end of three years of 4.7 percent below the cost-of-living. In the private institutions the "real" salary increase was also 4.7 percent below the cost-of-living.

Third, in the discipline/major field of student counseling and personnel services the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both the 1988-89 study year and the 1991-92 study year. In the private institutions the professor rank percentage is also greater than that of the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of student counseling and personnel services is considered one of the "older" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was higher in 1988-89 and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in student counseling and personnel services, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Garrett Hinshaw is Director of Occupational Extension, Surry Community College. Dobson, N.C.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- AGRIBUSINESS AND AGRICULTURE
- ANTHROPOLOGY
- AREA AND ETHNIC STUDIES
- BUSINESS ADMINISTRATION AND MANAGEMENT
- BUSINESS AND MANAGEMENT
- BUSINESS ECONOMICS
- CHEMISTRY
- COMMUNICATION TECHNOLOGIES
- COMMUNICATIONS
- COMPUTER AND INFORMATION SCIENCES
- DRAMATIC ARTS
- DRAWING
- EDUCATION
- ENGINEERING
- ENGINEERING RELATED TECHNOLOGIES
- FOREIGN LANGUAGES
- GEOGRAPHY
- GEOLOGY
- HISTORY
- HOME ECONOMICS
- LETTERS
- LIBRARY AND ARCHIVAL SCIENCES
- LIFE SCIENCES
- MATHEMATICS
- MULTI-INTERDISCIPLINARY STUDIES
- MUSIC
- NURSING
- PHILOSOPHY AND RELIGION
- PHYSICAL EDUCATION
- PHYSICAL SCIENCES
- PHYSICS
- POLITICAL SCIENCE AND GOVERNMENT
- PROTECTIVE SERVICES
- PSYCHOLOGY
- READING EDUCATION
- SECRETARIAL AND RELATED PROGRAMS
- SPECIAL EDUCATION
- SPEECH PATHOLOGY/AUDIOLOGY
- SOCIAL SCIENCES
- SOCIOLOGY
- STUDENT COUNSELING AND PERSONNEL SERVICES
- VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal
  Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of
  Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Patti Stephans

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1991. The definition of the discipline/major field of visual and performing arts in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing , shelter and fuels, transportations, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary date. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of visual and performing arts in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .92 for associate professors in the discipline/major field of visual and performing arts in the 1988-89 public study means that their average salary is 8 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	40838	171	47	33240	212	53	26957	249	59	25282	30	19	23887	57	27	32081	689	64
FAC MIX PCT:	0.25			0.31			0.36			0.04			0.08			1.00		
SALARY FACTOR:	0.92			0.92			0.90			0.86			1.02			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	46957	216	58	37104	221	57	29390	254	66	29085	40	29	26564	39	20	36772	730	72
FAC MIX PCT:	0.30			0.30			0.35			0.05			0.05			1.00		
SALARY FACTOR:	0.92			0.90			0.85			0.86			1.01			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFROMING ARTS																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	39722	103	32	31432	113	40	25512	136	47	26394	15	11	21612	18	15	31086	370	66
FAC MIX PCT:	0.28			0.31			0.37			0.04			0.05			1.00		
SALARY FACTOR:	0.88			0.91			0.89			0.95			0.96			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: VISUAL & PERFORMING MAJOR FIELD: VISUAL AND PERFORMING ARTS																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	48254	134	45	37766	168	55	31134	192	57	29671	22	15	26334	22	15	37534	516	75
FAC MIX PCT:	0.26			0.33			0.37			0.04			0.04			1.00		
SALARY FACTOR:	0.90			0.92			0.91			0.91			0.97			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 64 of the 207 public institutions. The average salary of the 689 faculty was $32,081. This average salary was approximately 12.6 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of visual and performing arts was reported in 72 of the same 207 public institutions. The average salary of the 730 faculty was $36,772. This average salary was approximately 12.3 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in visual and performing arts after three years in the public institutions studied was 14.6 percent ($36,772 minus $32,081 equals $4,691). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in visual and performing arts average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of visual and performing arts (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of .3 percentage points in their salaries (14.6% minus 14.3% equals .3%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 25 percent vs. 36 percent, respectively, and in the 1991-92 study it is 30 percent vs. 35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in visual & performing arts in the public studies was lower than ALL MAJOR FIELDS in 1988-89, 4.4 percent (30/689) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.5 percent (40/730) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 66 of the 298 private institutions. The average salary of the 370 faculty was $31,086. This average salary was 14 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of visual and performing arts was reported in 75 of the same 298 private institutions. The average salary of the 516 faculty was $37,534. This average was 12.5 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 20.7 percent ($37,534 minus $31,086 equals $6,448). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of visual and performing arts (20.7%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 1.5 percent (20.7% minus 19.2% equals 1.5%) less than faculty in visual & performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank in the 1988-89 study: 28 percent vs. 37 percent, respectively, and in the 1991-92 study it is 26 percent vs. 37 percent, respectively. The difference in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4 percent (15/370) vs. 4.6 percent (1,374/29,774), respectively, and remained the same in the 1991-92 private study: 4.3 percent (22/516) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,305 (1.4%) faculty in the discipline/major field of visual and performing arts participated and were included in the 43 disciplines-/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of visual and performing arts in 1988-89 in the public and private studies were some 11 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of visual and performing arts in 1991-92 in the public and private studies were some 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in visual and performing arts in the public institutions received overall, "real" salary increases at the end of three years of 2.6 percent below the cost-of-living. In the private institutions the "real" salary increase was 3.5 percent above the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank percentage is less than that of ALL MAJOR FIELDS in the public institutions for the 1988-89 study year but greater in the 1991-92 study year. In the private institutions the professor rank percentage is less than that of the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of visual and performing arts is considered one of the emerging disciplines/major fields and these percentages are rather typical.

Finally, regarding the hiring rate of new assistant professors in the public studies, it was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was lower in 1988-89 and the same in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in visual and performing arts, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

- Adams State College (CO)
- Alabama State College (AL)
- Angelo State University (TX)
- Appalachian State University (NC)
- Arkansas State University (AR)
- Arkansas Tech University (AR)
- Armstrong State College (GA)
- Auburn University at Montgomery (AL)
- Augusta College (GA)
- Austin Peay State University (TN)
- Bemidji State University (MN)
- Black Hills State University (SD)
- Bloomsburg University of Pennsylvania (PA)
- Bluefield State College (WV)
- Bowie State University (MD)
- California State University, Fullerton (CA)
- California State University, Los Angeles (CA)
- California State University, Stanislaus (CA)
- Castleton State College (VT)
- Central Michigan University (MI)
- Central Missouri State University (MO)
- Chadron State College (NE)
- Christopher Newport College (VA)
- Clarion University of Pennsylvania (PA)
- Cleveland State University (OH)
- Columbus College (GA)
- Coppin State College (MD)
- Corpus Christi State University (TX)
- Dakota State University (SD)
- Delta State University (MS)
- East Central University (OK)
- East Tennessee State University (TN)
- Eastern Connecticut State University (CT)
- Eastern Illinois University (IL)
- Eastern Kentucky University (KY)
- Eastern New Mexico University (NM)
- Eastern Washington University (WA)
- Edinboro University of Pennsylvania (PA)
- Emporia State University (KS)
- Fairmont State College (WV)
- Florida International University (FL)
- Fort Hays State University (KS)
- Fort Lewis College (CO)
- Francis Marion College (SC)
- Frostburg State University (MD)
- George Mason University (VA)
- Georgia College (GA)
- Georgia Southern University (GA)
- Georgia Southwestern College (GA)
- Grambling State University (LA)
- Grand Valley State University (MI)
- Harris-Stowe State College (MO)
- Humacao University College (PR)
- Idaho State University (ID)
- Illinois State University (IL)
- Indiana State University (IN)
- Jacksonville State University (AL)
- James Madison University (VA)
- Jersey City State College (NJ)
- Kennesaw State College (GA)
- Kent State University (OH)
- Lander College (SC)
- Lincoln University (PA)
- Livingston University (AL)
- Longwood College (VA)
- Louisiana State University in Shreveport (LA)
- Louisiana Tech University (LA)
- Lyndon State College (VT)
- Marshall University (WV)
- Mary Washington College (VA)
- McNeese State University (LA)
- Memphis State University (TN)
- Mesa State College (CO)
- Metropolitan State College or Denver (CO)
- Middle Tennessee State University (TN)
- Millersville University of Pennsylvania (PA)
- Minot State University (ND)
- Missouri Western State College (MO)
- Moorhead State University (MN)
- Morehead State University (KY)
- Morgan State University (MD)
- Murray State University (KY)
- New Jersey Institute of Technology (NJ)
- New Mexico Highlands University (NM)
- Nicholls State University (LA)
- Northeast Louisiana University (LA)
- Northeast Missouri State University (MO)
- Northeastern Illinois University (IL)
- Northeastern State University (OK)
- Northern Arizona University (AZ)
- Northern Illinois University (IL)
- Northern Kentucky University (KY)
- Northern Michigan University (MI)
- Northern State University (SD)
- Northwest Missouri State University (MO)
- Northwestern State University of Louisiana (LA)
- Oakland University (MI)
- Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298